



ATHLETICS NEW BRUNSWICK
SAFE SPORT POLICIES
Updated December 14, 2023

ANB Policy Statement 15.0 CODE OF ETHICAL CONDUCT

1. Purpose: The purpose of this Code is to promote a safe and positive environment within Athletics New Brunswick's Sport Environment by making Participants aware that there is an expectation, at all times, of appropriate behaviour consistent with Athletics New Brunswick's core values.

2. Application: This Policy applies to all Members of Athletics New Brunswick, where Members are defined to include coaches, event group leaders, officials, athletes, associates, meet and race directors, administrators, athletic trainers, volunteers, staff and contractors of Athletics New Brunswick. This Policy applies to Individuals' conduct during Athletics New Brunswick's business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with Athletics New Brunswick's activities, Athletics New Brunswick's office environment, and any meetings. This policy also applies to individuals' conduct outside of Athletics New Brunswick's business, activities, and events when such conduct adversely affects relationships within Athletics New Brunswick (and its work and sport environment) or is detrimental to the image and reputation of Athletics New Brunswick.

3. Expected Standard of Ethical Conduct) All Members of Athletics New Brunswick must:

- Refrain from knowingly place themselves in a situation that could give rise to a conflict between personal interests and the interests of Athletics New Brunswick without disclosing the same to Athletics New Brunswick;
- Comply at all times with the bylaws, policies, rules and regulations of World Athletics, Athletics Canada, and Athletics New Brunswick, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by Athletics New Brunswick;
- Refrain from engaging in cheating which is intended to manipulate the outcome of a competition, a selection or other similar decision, and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition, a selection or other similar decision;

4. Abide by the laws of the jurisdiction of the province or country in which the event is taking place;

5. Respect the property of others and not willfully cause damage;

6. Participate in a spirit of fair play and honesty by:

- i. Demonstrating equal treatment of all individuals in accordance with the principles set out in the human rights and occupational health and safety legislation as may be applicable;
- ii. Respecting the rules;
- iii. Respecting the officials and their decisions;
- iv. Respecting all opponents;
- v. Give everyone an equal chance to participate;
- vi. Maintain self-control at all times;

7. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory or unethical;

8. Refrain from using alcohol, recreational drugs and tobacco products while participating in Athletics New Brunswick training sessions or competitive events, consume these products responsibly at social events preceding or following training and competitive sessions and discourage their use by athletes;

9. Never provide minor athletes with alcohol, recreational drugs or tobacco products;

10. Be courteous and respectful to other members of the athletic community;

11. Refrain from the use of profane, insulting or offensive language;

12. Respect the dignity of others;

13. Direct observations, recommendations and criticism of coaching practice to the appropriate person outside the view or hearing of the public;

14. Refrain from public criticism of other members of the athletics community;

15. Promote the sport in the most constructive and positive manner possible;

16. Display and actively support the sport and Athletics New Brunswick in the most positive manner possible;

17. Act in a manner that will bring credit to the Athletics Community;

18. Abstain from the non-medical use of drugs and/or the use of performance-enhancing drugs or methods. More specifically, Athletics New Brunswick adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this policy and may be subject to further disciplinary action, and possible sanction. Athletics New Brunswick will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Athletics New Brunswick or any other organization;

19. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES);

20. Refrain from any behavior that constitutes Maltreatment;

21. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;

22. Obtain a Police Check in compliance with Athletics New Brunswick rules. b) In addition, all Coaches must:

- Share in the responsibility of influencing the performance and conduct of the athletes they coach, while encouraging the independence and self-determination of each athlete by their acceptance of responsibility for their own decisions, conduct and performance;
- Acknowledge that all coaches have an equal right to desire the success of the athletes they coach;
- Treat fellow coaches and athletes that are not coached by them with due respect, both in victory and defeat, and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of Athletics and the spirit of such rules
- Not solicit, either overtly or covertly, athletes coached by others to join their training group or club. This also applies to a person representing a club.
- Select training activities and competitions that are suitable for the age, experience, ability and fitness level of the athletes;
- Educate athletes as to their responsibilities in contributing to a safe environment;

- Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate;
- Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect them;
- Be aware of the academic pressures placed on student-athletes and conduct practices and participation in competitions in a manner so as to allow academic success.
- Ensure the safety of the athletes with whom they work;
- Promote safe and healthy weight loss or gain, and healthy eating behaviors;
- At no time become intimately and/or sexually involved with the athletes they coach as per the laws of Canada and as per the Athletics New Brunswick Policy 15.1. This includes requests for sexual favors or threats of reprisal for rejection of such requests. Coaches should refer to Canada's law on Child Sexual Abuse.

13. Regularly seek ways of increasing professional development; c) In addition, all Officials must:

- Conduct all events according to the rules of World Athletics, Athletics Canada, and Athletics New Brunswick, as appropriate with the integrity of the sport and the performance of each athlete in mind;
- Prepare for, conduct, and administer duties and responsibilities to provide quality service to the athletics community;
- Work in a spirit of cooperation with other officials and do not interfere in any way with their duties and responsibilities;
- Observe National Officials Committee standards of dress; d) In addition, all Volunteers must:
 - Work in a spirit of cooperation
 - Act in a manner that will bring credit to the Athletics Community and themselves
 - Be courteous, cooperative and discreet; e) Complaints: Complaints related to violations of the Code of Ethical Conduct will be dealt with as per the process defined in Athletics New Brunswick policy 14.0. f) Appeals: Appeals of decisions rendered under this policy will be dealt with using the Athletics New Brunswick Appeals Procedure as outlined in Athletics New Brunswick Policy 14.1

POLICY 15.1 ATHLETE PROTECTION

Preamble

Athletics New Brunswick views ethical conduct as a cornerstone in the fair administration of the sport of athletics. Everyone participating in athletics, including, but not limited to, an athlete, coach, official, associate, Integrated Support Team, administrator, volunteer, or staff member is entitled to participate in an environment that is free of Maltreatment.

Athletics New Brunswick recognizes that it has a responsibility to ensure a safe and welcoming environment that is free from Maltreatment within operations and activities related to athletics including but not limited to training, competition, and the Workplace.

Athletics New Brunswick is committed to eliminating all instances of Maltreatment within operations and activities related to athletics throughout the province, particularly those that are directed toward athletes. Athletics New Brunswick requires that all members and Participants in the sport of athletics otherwise governed or sanctioned by Athletics New Brunswick adhere to and uphold the principles of Athlete Protection and the Prevention of Maltreatment and to conduct themselves with the highest level of ethical conduct which include fairness, dignity, courtesy, personal responsibility and accountability, honesty, integrity, respect, and a doping-free sport.

The purpose of this policy is to ensure a safe and positive environment within Athletics New Brunswick's programs, activities, and events by making Individuals aware that there is an expectation, at all times, of appropriate and respectful behaviour consistent with Athletics New Brunswick's core values of physical and emotional health and fitness, individual excellence and personal growth, individual development beyond sport, inclusiveness, and integrity.

Athletics New Brunswick supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all Individuals are treated with respect and fairness.

This policy is based upon the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) created by the Canadian sport community and upon the Athletics Canada Code of Conduct to Prevent and Address Maltreatment in Sport.

Athletics New Brunswick believes that eliminating Maltreatment in sport is vitally important. Complaints related to Maltreatment are addressed under the Athletics New Brunswick Policy 14.0 Association Complaint Procedure and Disciplinary Measures.

Athletics New Brunswick considers a respectful and doping-free environment as paramount in promoting participation and competition in athletics.

The purpose of this policy is to: Ensure that Individuals understand the key terms and definitions that relate to this policy; Educate Individuals and create increased awareness and sensitivity in order to identify conduct that is in violation of this policy; and Prevent Maltreatment

Application

This policy applies to Individuals' conduct during Athletics New Brunswick's business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with Athletics New Brunswick's activities, Athletics New Brunswick's office environment, and any meetings.

An Individual who violates this policy may be subject to sanctions. In addition to facing a possible sanction, an Individual who violates this policy during a competition may be ejected from the competition or the playing area, the official may delay the competition until the individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the particular competition.

An employee of Athletics New Brunswick found to have violated this policy against any other employee, worker, contractor, member, customer, supplier, client, athlete, coach or other third party during business hours, or at any Athletics New Brunswick event, will be subject to appropriate disciplinary action. If an employee commits an act of violence, the police may be called depending on the nature and severity of the incident.

This policy also applies to Individuals' conduct outside of Athletics New Brunswick's business, activities, and events when such conduct adversely affects relationships within Athletics New Brunswick (and its work and sport environment) and is detrimental to the image and reputation of Athletics New Brunswick. Such applicability will be determined by Athletics New Brunswick at its sole discretion.

Maltreatment should not be confused with legitimate, reasonable management or coaching functions that are part of the normal work relationship or employee-employer relationship, such as:

- Performance measurements.
- Strategies taken to correct performance deficiencies such as placing a worker/employee on a performance improvement plan.
- Imposing discipline for work infractions or legitimate discipline pursuant to this policy; or
- Requesting medical documents in support of an absence from work as part of the accommodation process or as a part of understanding the care and treatment plan for an athlete

General Principles and Commitment

Athletics New Brunswick promises to contribute to the physical, psychological, social, and mental health of Individuals of varying abilities, backgrounds and interests, and contributes to societal engagement and well-being.

The Physical Activity and Sport Act states that:

“The Government of Canada’s policy regarding sport is founded on the highest ethical standards and values, including the treatment of all persons with fairness and respect, the full and fair participation of all persons in sport and the fair, equitable, transparent and timely resolution of disputes in sport.”

Only when sport environments are safe and inclusive can these values be realized. Individuals should have the reasonable expectation when they participate in sport in Canada that it will be in an environment that is accessible, inclusive, respects their personal goals and is free from all forms of Maltreatment. Maltreatment in all its forms is a serious issue that undermines the health, well-being, performance and security of Individuals, communities, and society. Maltreatment violates the integrity of individual(s) and undermines the principles endorsed by the Federal, Provincial, and Territorial Ministers responsible for Sport, Physical Activity, and Recreation through the Red Deer Declaration for the Prevention of Harassment, Abuse and Discrimination in Sport.

Maltreatment is unacceptable and fundamentally incompatible with the core values that lie at the heart of Canadian sport as indicated in the Canadian Sport Policy, including being value-based, inclusive, technically sound, collaborative, intentional and effective.

The following principles will guide the determination of Maltreatment and imposition of sanctions:

The Maltreatment in question violates the integrity of the Participant in question and undermines the values of Canadian sport.

The sanctions imposed reflect the seriousness of the Maltreatment and the harm to those affected and the values of Canadian sport.

- Harmonized (applied to all Participants across Canada).
- Fair (procedural and substantive due process for all Participants).
- Comprehensive (all forms of Maltreatment and potential sanctions described).
- Expert-informed (the determination of Maltreatment and impositions of sanctions will be informed by those with expertise in such areas as sport, child abuse, and the law).
- Trauma-informed (acknowledgement of the physical, psychological and emotional effects of trauma, and avoidance of re-traumatization).
- Evidence-driven (evidence of Maltreatment required).
- Independent administration (free from all conflicts of interest).

Following the Safe Sport Working Group's consensus statements and the Pan-Canadian consultation held March to May 2019, all parties and organizations committed to the goal of Safe Sport have agreed that Maltreatment has no place in Canadian sport and, when present, must be sanctioned appropriately. The commitments expressed below reflect this common understanding amongst Canadian sport stakeholders:

- All Participants in sport can expect to play, practice and compete, work, and interact in an environment free from Maltreatment.
- Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all Participants, sport stakeholders, sport club administrators and organization leaders.
- Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other Participants.
- Adult Participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Maltreatment involving Minors and other vulnerable Individuals.

- All Participants recognize that Maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of Maltreatment.
- All Participants recognize that Individuals who have experienced Maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
- All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
- In recognition of the historic vulnerability to Discrimination and violence amongst some groups, and that continues to persist today, Participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices

Definitions

Boundary Transgressions: Interactions or communications that breach objectively reasonable boundaries of an individual and are inconsistent with duties/responsibilities of the Participant.

Complainant: A Participant or observer who makes a Report of an incident of Maltreatment or suspicions of an incident of Maltreatment.

Consent: The communicated voluntary agreement to engage in the activity in question, by a person who has the legal capacity to consent. Consent regarding sexual activity is assessed in accordance with the laws of Canada, including the Criminal Code.

Dependency Relationship: is a relationship in which the person in a position of lesser power is dependent upon the other person for a sense of security, safety, trust and fulfillment of needs, conducive to intimate physical or psychological connections, such as between a parent and child; teacher and student; coach and athlete, high performance director and athlete, sport science and medical support staff and athlete; billet or host family and athlete.

Disclosure: The sharing of information by a Participant regarding an incident or a pattern of Maltreatment experienced by that Participant. Disclosure does not constitute a formal Report that initiates a process of investigation to address the Maltreatment.

Discrimination: Behaviour, policies, and/or practices that contribute to differential, inequitable, adverse or otherwise inappropriate treatment of or impact on an individual or class of Individuals based on one or more prohibited grounds, which include race, national or ethnic origin, colour, Indigeneity, religion, age, sex, sexual orientation, gender identity or expression, pregnancy, marital status, family status, language, genetic characteristics or disability, and analogous grounds. Behaviour, policies, and/or practices specifically benefitting members of marginalized groups shall not be considered Discrimination. Discrimination does not include behaviour, policies and/or practices rationally connected to legitimate sport objectives with the honest and good faith belief that they are reasonably necessary to accomplish the relevant objectives, provided that accommodation of the needs of an Individual or a class of Individuals affected would impose undue hardship on the Participant and/or Adopting Organization that would have to accommodate those needs, considering health, safety, cost, and legitimate sport objectives.

Grooming: Deliberate conduct by a Participant to sexualize a relationship with a Minor that involves the gradual blurring of boundaries and normalization of inappropriate and sexually abusive behaviour. During the Grooming process, the Participant will gain the trust of the Minor and protective adults and peers around the Minor often under the guise of an existing relationship. Manipulation tactics are then used to blur perceptions and gain further access to and private time with the Minor in order to abuse or exploit the Minor. Grooming can occur whether or not harm is intended or results from the behaviour.

Individuals: Individuals employed by, or engaged in activities with Athletics New Brunswick, all members and associates including, but not limited to, athletes, coaches, convenors, officials, associates, volunteers, managers, administrators, committee members, Directors and Officers of Athletics New Brunswick, event group leaders, Integrated Support Team (IST) staff, team managers, team staff, and suppliers of services.

Maltreatment: Volitional acts that result in harm or the potential for physical or psychological harm. Any of the various prohibited behaviours and conduct described in Section 1.0 Maltreatment.

Minor: An individual who is under the age of majority at the time and in the jurisdiction where the alleged Maltreatment occurred. It is the responsibility of the adult to know the age of a Minor.

Neglect: Any pattern or a single serious incident of lack of reasonable care, inattention to a Participant's needs, nurturing or well-being, or omissions in care. Neglect is determined by the objective behaviour but the behaviour must be evaluated with consideration given to the Participant's needs and requirements, not whether harm is intended or results from the behaviour.

Participant: Every individual who is subject to this policy. [Note: Participants may become subject to this policy by various means. Athletes through membership in an adopting sport organization and coaches, volunteers, doctors, trainers, administrators, directors, etc. by signing an express contract accepting the jurisdiction of this policy.

Person in Authority: a person who has authority over another person; a person who has the power to give orders or make decisions.

Physical Maltreatment: Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the physical well-being of the Participant. Physical Maltreatment includes, without limitation, contact or non-contact infliction of physical harm. Physical Maltreatment is determined by the objective behaviour, not whether harm is intended or results from the behaviour.

Power Imbalance: A Power Imbalance is presumed to exist where a Participant has authority or control over another person, is in a position to confer, grant or deny a benefit or advancement to the person, or is responsible for the physical or psychological well-being of the person. Whether an actual Power Imbalance exists will be determined based on the totality of the circumstances, including the subjective view of the subordinate Participant

Power Imbalance can take many forms such as, but not limited to:

- Once a coach-athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach-athlete relationship, regardless of the age of the athlete.
- Where the coach-athlete relationship began while the athlete was a Minor, the Power Imbalance is presumed to continue even after the coach-athlete relationship terminates, until the athlete reaches 25 years of age.
- A Power Imbalance may exist, but is not presumed, where a sexual or romantic relationship existed between two adult Participants before the sport relationship commenced (e.g., a relationship between two spouses or life partners, or a sexual relationship between consenting adults that preceded the sport relationship).
- A Power Imbalance is presumed to exist where the Participant and other person are in 1) an authority-based relationship in which one person has power over another by virtue of an ascribed position of authority, such as between high performance director and coach; employer and employee; technical official and athlete; 2) a Dependency Relationship in

which the person in a position of lesser power is dependent upon the other person for a sense of security, safety, trust, and fulfillment of needs, conducive to intimate physical or psychological connections, such as between parent/guardian and child; teacher and student; person with a disability and attendant; coach and athlete; high performance director and athlete; sport science and medical support staff and athlete; billet or host family and athlete.

- A presumption that Power Imbalance exists may be rebutted.
- A Power Imbalance may arise in a peer-to-peer relationship, including but not limited to teammate-teammate, athlete-athlete, coach-coach or official-official relationships.
- Power may be represented by seniority, age differential, ability, physical size, public profile, gender identity or expression, sexual orientation, ethno-racial identity, level of physical and intellectual disability, and their intersections, as some examples.
- Maltreatment occurs when this power is misused. Moreover, it is recognized that those from marginalized groups have experienced positions of lesser power.

Psychological Maltreatment: Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the psychological well-being of the Participant. Psychological Maltreatment includes, without limitation, verbal conduct, non-assaultive physical conduct, and conduct that denies attention or support. Psychological Maltreatment is determined by the objective behaviour, not whether harm is intended or results from the behavior.

Reporting (or Report): The provision of information in writing by any person or a Participant to a relevant independent authority (the independent person or position charged with receiving a Report and determining next steps) regarding Maltreatment. Reporting may occur through either: (i) the Complainant (of any age) or the one who experienced the Maltreatment, or (ii) a witness – someone who witnessed the Maltreatment or otherwise knows or suspects Maltreatment. In either case, the intention of Reporting is to initiate an independent investigative process, which could result in disciplinary action being taken against the Respondent.

Respondent: A Participant who is alleged to have engaged in Maltreatment and thereby to have violated this policy.

Rule of Two: is a guideline, defined by the Coaching Association of Canada for the interactions between coaches and athletes. The Rule of Two states that there will always be two Screened and NCCP trained or certified coaches with an athlete, especially a Minor athlete, when in a potentially vulnerable situation. This means that any one-on-one interaction between a coach and

an athlete must take place within earshot and view of the second coach, with the exception of medical emergencies. One of the coaches must also be of the same gender as the athlete. Should there be a circumstance where a second Screened and NCCP trained or certified coach is not available, a Screened volunteer, parent, or adult can be recruited.

Screened: having obtained a Police Security Check for Vulnerable Sector during the last 3 years.

Sexual Maltreatment: Any pattern or a single incident, whether physical or psychological in nature, that is committed, threatened, or attempted, and that has the potential to be harmful to a person's sexual integrity.

Vulnerable Participant: Persons at increased risk of Maltreatment and/or coercion, often due to age, gender, race, poverty, Indigeneity, sexual orientation, gender identity or expression, disability, psychosocial or cognitive ability, and their intersections. Vulnerable Participants include persons who are not able to provide informed Consent.

Workplace: Any place where business or work-related activities are conducted. Workplaces include but are not limited to, Athletics New Brunswick's office, work-related social or media functions, work assignments outside Athletics New Brunswick offices, work-related travel, and work-related conferences or training sessions

Section 1 Maltreatment

a) Scope of Application

1. This section sets forth expectations for Participants regarding the elimination of Maltreatment in sport.
2. This policy applies to Participants active in sport or retired from sport where any claim of Maltreatment occurred when the Participant was active in sport.
3. The right to participate in sport may be limited, conditional, suspended, terminated or denied if a Participant is alleged to have engaged in Maltreatment. It is a violation of this policy for a Participant to engage in Maltreatment(however described).
4. Adults in positions of trust and authority shall be responsible for knowing what constitutes Maltreatment. The categories of Maltreatment are not mutually exclusive, nor are the examples provided in each category an exhaustive list. Rather, what matters for the assessment of the Maltreatment is whether the conduct falls into one or more of the

categories, not into which category it falls. Abuse, assault, harassment, bullying, and hazing can be experienced in more than one category of Maltreatment. Maltreatment can be any of the prohibited behaviours and conduct, provided the Maltreatment occurs in any one or a combination of the following situations (i) within a sport environment or (ii) when the Participant alleged to have committed Maltreatment was engaging in sport activities or (iii) when the Participants involved interacted due to their mutual involvement in sport or (iv) outside of the sport environment where the Maltreatment has a serious and detrimental impact on another Participant. The physical location(s) where the alleged Maltreatment occurred is not determinative.

5. Subjecting a Participant to the Risk of Maltreatment It is a violation of this policy for sport administrators or other sport decision-makers in positions of authority to place Participants in situations that make them vulnerable to Maltreatment. This includes, but is not limited to: instructing an athlete and coach to share a hotel room when traveling, hiring a coach who has a past history of athlete Maltreatment; assigning guides and other support staff to a para-athlete when the guide or support staff has a reputation for athlete Maltreatment; assigning such a guide or support staff to a para-athlete in the absence of consultation with the para- athlete.

b) Maltreatment

1. Psychological Maltreatment

It is a violation of this policy for a Participant to engage in Psychological Maltreatment. Psychological Maltreatment includes, without limitation, verbal acts, non- assaultive physical acts and acts that deny attention or support.

i. Verbal Acts. Verbally assaulting or attacking someone, including but not limited to: unwarranted personal criticisms;

- body shaming;
- derogatory comments related to one's identity (e.g. race, gender identity or expression, ethnicity, Indigenous status, ability/disability);
- comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumors or false statements about someone to diminish that person's reputation;
- using confidential sport and non-sport information inappropriately. Verbal Maltreatment may also occur in online forms.

ii. Non-assaultive physical conduct: physical behavior, or the encouragement of physical behavior, that has the potential to be harmful or instill fear, including, without limitation:

- body-shaming, such as, without limitation, repeated and unnecessary weigh-ins, setting unreasonable weigh-in goals, inappropriately taking food away from athletes, prescribing inappropriately restrictive diets, inappropriately focusing on the physical appearance of a person's body, unnecessary or inappropriate emphasis on biometric data;
- and forms of physically aggressive behaviors such as, without limitation, throwing objects at or in the presence of others without striking another; damaging another's personal belongings; hitting, striking or punching objects in the presence of others.

iii. Acts that Deny Attention or Support: Acts of commission that deny attention, lack of support or isolation including but not limited to:

- ignoring psychological needs or socially isolating a person repeatedly or for an extended period of time; abandonment of an athlete as punishment for poor performance; arbitrarily or unreasonably denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same.

2. Physical Maltreatment

It is a violation of this policy for a Participant to engage in Physical Maltreatment. Physical Maltreatment includes, without limitation, contact or non-contact behaviours that have the potential to cause physical harm. Physical Maltreatment is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour

i. Contact behaviours: including, but not limited to:

- deliberately punching, kicking, beating, biting, striking, strangling or slapping another;
- deliberately hitting another with objects; providing a massage or other purported therapeutic or medical interventions with no specific training or expertise.

ii. Non- Contact behaviours: including but not limited to:

- isolating a person in a confined space; forcing a person to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a hard surface);
- the use of exercise for the purposes of punishment; withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep;
- denying access to a toilet;
- providing alcohol to a Participant under the legal drinking age;
- providing illegal drugs or non-prescribed medications to an athlete; encouraging or knowingly permitting an athlete to return to play prematurely following any injury or after a concussion and without the clearance of a medical professional;
- encouraging an athlete to perform a skill for which they are known to not be developmentally ready.

3. Sexual Maltreatment

It is a violation of this policy for a Participant to engage in Sexual Maltreatment.

i. Sexual Maltreatment: includes, but is not limited to,

- any non-Consensual touching of a sexual nature and/or the Criminal Code offence of sexual assault;
- forcing or coercing a person into sexual acts;
- participating in or performing acts on a person that violate their sexual integrity;
- Criminal Code offences that do not involve actual physical contact or that can occur through electronic means such as indecent exposure, voyeurism, non-Consensual distribution of sexual/intimate images, luring and agreement or arrangement to commit a sexual offence;
- sexual harassment, which is defined as any series of or serious comment(s) or conduct of a sexual nature that is unwelcome and that would be objectively perceived to be unwelcome, and which broadly includes jokes, remarks or gestures of a sexual or degrading nature, or distributing, displaying or promoting images or other material of a sexual or degrading nature, or any act targeting a person's sexuality, gender identity or expression. It can also include stalking or harassment in person or by electronic means where the stalking or harassment is of a sexual nature;
- reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance, where the reprisal is made or threatened by a Participant who has more power in the context of a relationship that involves a Power Imbalance, or if the person to whom the solicitation or advance is made is a Minor;
- Pressuring a person to engage in sexual activity, including by making repeated advances that are known or ought to be known to be unwelcome;
- Questions asked of a person about their sexual preferences, sexual history, sexual organs or sexual experiences, particularly when such questions are asked by a Participant who has more power in the context of a relationship that involves a Power Imbalance, or asked of a Minor or Vulnerable Participant;
- Sexual attention when the person giving the attention reasonably knows or ought to know that the attention is unwanted or unwelcome or where the object of the attention is a Minor. Sexual attention includes but is not limited to comments about a person's appearance, body or clothing that could be objectively perceived by another person as being sexual in nature, practical jokes based on sex, intimidating sexual remarks, propositions, invitations or familiarity;
- Unwelcome remarks based on gender which are not of a sexual nature but which are demeaning such as derogatory gender-based jokes or comments.
- It is prohibited for a Participant to create, possess, make available or distribute images that sexualize or contain nudity of another person in the absence of Consent.

- Where there is a Power Imbalance, sexual acts or communications (electronic or otherwise) between any Participant and another Participant are prohibited.
- Sexual Maltreatment can take place through any form or means of communication (e.g. online, social media, verbal, written, visual, hazing, or through a third party).

ii. Sexual Maltreatment of a Minor is any Sexual Maltreatment against a Minor. It includes the items described in paragraphs above and also includes, but is not limited to, the Criminal Code offences that are specific to Individuals who are not adults or to Individuals under a particular age, such as

sexual exploitation, sexual interference, and any offence related to exploitation of a Minor through prostitution. Sexual Maltreatment of a Minor is not limited to acts that involve physical contact but can include acts that can occur in person or via electronic means such as, but not limited to, invitation to sexual touching, making sexually explicit material available to a Minor, and acts that occur only online such as luring or agreement or arrangement to commit a sexual offence against a Minor. It also includes any offence related to child pornography as that term is defined in the law in Canada. For the sake of clarity, it shall not constitute a violation in and of itself for a Minor Participant to create, possess, make available or distribute images of themselves. A Participant is presumed to know that a person is a Minor.

4. Neglect

It is a violation of this policy for a Participant to engage in Neglect. Neglect is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.

Neglect, or acts of omission, includes without limitation:

- not providing an athlete recovery time and/or treatment for a sport injury;
- not being aware of and not considering an individual's physical or intellectual disability;
- not considering supervision of an athlete during travel, training or competition; not considering the welfare of the athlete when prescribing dieting or other weight control methods (e.g., weigh-ins, caliper tests);
- disregarding the use of performance-enhancing drugs by an athlete;
- failure to ensure safety of equipment or environment;
- allowing an athlete to disregard sport's rules, regulations, and standards, subjecting Participants to the risk of Maltreatment.

5. Maltreatment Related to Grooming.

It is a violation of this policy for a Participant to engage in Grooming.

i. Grooming is conduct that may precede other behaviours defined as Sexual Maltreatment, or is carried out in conjunction with other forms of Sexual Maltreatment. Repeated Boundary Transgressions by a Participant toward a Minor or Vulnerable Participant may also be deemed to be Grooming, even in the absence of deliberate intention to facilitate a sexual relationship.

ii. In assessing whether Grooming has occurred, the existence of a Power Imbalance should be taken into account.

iii. Grooming is often a slow, gradual and escalating process of building trust and comfort with a young person.

iv. Grooming includes, without limitation:

- the process of making inappropriate behaviour seem normal and gradually engaging in ‘boundary violations’ that have been professionally- identified to Canadian standards (e.g., a degrading remark, a sexual joke, sexualized physical contact);
- adult Participants sharing rooms with a Minor who is not an immediate family member;
- providing a massage or other purported therapeutic interventions with no specific training or expertise;
- private social media and text communications;
- sharing personal photographs;
- shared use of locker rooms;
- private meetings;
- private travel, and providing gifts.

v. Grooming usually begins with subtle behaviours that do not appear to be inappropriate. Many victims/survivors of sexual abuse do not recognize the Grooming process as it is happening, nor do they recognize that this process of manipulation is part of the overall abuse process.

vi. In the Grooming process, the offender begins by gaining trust of adults around the young person. The offender establishes a friendship and gains the young person’s trust. Grooming then involves testing boundaries (e.g. telling sexual jokes, showing sexually explicit images, making sexual remarks). Typically, behaviour moves from non-sexual touching to “accidental” sexual touching.

vii. The young person is often manipulated into feeling responsible for the contact, is discouraged from telling anyone else about the relationship, and is made to feel obligated to protect the offender. The offender also builds trust with those close to the young person so that the relationship with the young person is not questioned.

6. Maltreatment Related to Process

The behaviors identified below also constitute Maltreatment and may give rise to a sanction.

i. Interference with or manipulation of process: An adult Participant, violates this policy by directly or indirectly interfering with a process described in this policy by:

- falsifying, distorting, or misrepresenting information, the resolution process, or an outcome;
- destroying or concealing information; attempting to discourage an individual's proper participation in or use of the processes mentioned in this policy;
- harassing or intimidating (verbally or physically) any person involved in the processes mentioned in this policy before, during, and/or following any proceedings;
- publicly disclosing a Participant's identifying information, without the Participant's agreement;
- failing to comply with any temporary or provisional measure or other final sanction;
- distributing or otherwise publicizing materials a Participant gains access to during an investigation or hearing, except as required by law or as expressly permitted;
- or influencing or attempting to influence another person to interfere with or manipulate the process

ii. Retaliation. Retaliation is prohibited. A Participant shall not take an adverse action against any person for making a good faith Report of possible Maltreatment or for participating in any process under this policy. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in complaint processes. Retaliation after the conclusion of investigation and sanction processes is also prohibited. Retaliation may be present even where there is a finding that no Maltreatment occurred. Retaliation does not include good-faith actions lawfully pursued in response to a Report of possible Maltreatment

iii. Aiding and Abetting. Aiding and Abetting is any act taken with the purpose of facilitating, promoting, or encouraging the commission of Maltreatment by a Participant. Aiding and Abetting also includes, without limitation, knowingly:

- allowing any person who has been suspended or is otherwise ineligible to be in any way associated with sport or to coach or instruct Participants;
- providing any coaching-related advice or service to an athlete who has been suspended or is otherwise ineligible;
- and allowing any person to violate the terms of their suspension or any other sanctions imposed.

7. Boundary Transgressions

i. Identifying a Boundary Transgression is dependent on context, including the age of the persons involved and the existence of a Power Imbalance. It may be the case that a particular act or communication does not meet the threshold of any of the types of Maltreatment, but is an act or

communication that is nonetheless viewed as inappropriate in the circumstances. The assessment of the behaviour should consider whether the behaviour would raise concern in the mind of a reasonable observer, what objective appears to be guiding the interaction, and whose needs are being met. Even if the act in question does not, on its own, objectively cause harm to another person, a Boundary Transgression is nonetheless an act that should be corrected in order to ensure the safety and security of all members involved in sport, recognizing that Boundary Transgressions are often part of the Grooming process.

ii. Recognizing that there may be a need to be flexible in the way in which such Boundary Transgressions are addressed, a Boundary Transgression may trigger review of the circumstances and potentially be resolved informally, or a formal conduct review may be initiated.

iii. Consequences can range from formal disciplinary action to simply recording the circumstances and its resolution and retaining it in the record of the Participant in the event future Boundary Transgressions occur. A repeated Boundary Transgression after a consequence should be treated seriously.

iv. The concept of Boundary Transgressions is intended to be broad in scope. By way of example and not limitation, a Boundary Transgression may be a circumstance where:

- one person uses contact information available to the person for the purpose of sport, to make contact with a person for a purpose that is not related to sport;
- a Participant uses or attempts to use a line of communication with another person that is not within the typical communication channels;
- communicating privately with a Minor through social media or text;
- a Participant inappropriately shares personal photographs;
- a Participant arranges for or engages in inappropriate sharing of locker rooms;
- one-on-one meetings that are not held in an open and observable environment;
- there is inappropriate private travel or transportation;
- and providing personal gifts.

8. Discrimination

Discrimination can include overt or subtle forms of harm that uniquely define the adverse or inequitable experiences of marginalized persons. The following are examples of Discrimination if they are based on one or more of the grounds of Discrimination within the definition:

Denying someone access to services, benefits, or opportunities;

- Treating a person unfairly;
- Communicating hate messages or unwelcome remarks or jokes;

- The perpetuation of misogynistic, racist, ableist, homophobic, or transphobic attitudes and stereotypes.
- Discrimination does not require an intention to cause harm.

9. Maltreatment Related to Reporting

i. Failure to Report Maltreatment of a Minor: A legal duty to Report is mandated by law, and the requirement varies by Province/Territory depending on Provincial/Territorial legislation. An adult Participant who fails to Report actual or suspected Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect involving a Minor Participant pursuant to this policy's processes and to law enforcement or child protection services (when applicable) shall be subject to disciplinary action under this policy.

The obligation to Report requires the Reporting of any conduct which, if proven true, would constitute Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect involving a Minor Participant. The obligation to Report is an ongoing one and is not satisfied simply by making an initial report. The obligation includes Reporting, on a timely basis, all relevant information of which an adult Participant becomes aware.

The obligation to Report includes making a direct Report. The obligation to Report includes personally identifying information of a potential Minor Complainant to the extent known at the time of the Report, as well as a duty to reasonably supplement the Report as to identifying information learned at a later time.

Participants should not investigate or attempt to evaluate the credibility or validity of allegations involving Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect. Participants making a good faith Report are not required to prove the Reports are true before Reporting.

ii. Failure to Report Inappropriate Conduct: Not all inappropriate conduct may meet the threshold for constituting Maltreatment under this policy. However, such inappropriate conduct may represent behavior with the risk of escalating to Maltreatment under this policy.

Any Participant who suspects or becomes aware of another Participant's inappropriate conduct, even if it is not defined as Maltreatment under this policy, shall Report and has a mandatory duty to Report such inappropriate conduct through the Athletics New Brunswick internal procedures. Those in positions of trust and authority who become aware of another's inappropriate conduct have a responsibility for Reporting the concern within Athletics New Brunswick's policies and procedures. The person making the Report does not need to determine whether a violation of this policy took place: instead, the responsibility lies in Reporting the objective behaviour.

iii. Intentionally Filing a False Allegation: In addition to constituting Maltreatment, filing a knowingly false allegation or influencing others to file a knowingly false allegation that a Participant engaged in Maltreatment shall be subject to disciplinary action pursuant to this policy.

An allegation is false if the events reported did not occur, and the person making the Report knows the events did not occur.

A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable bad faith, an unsubstantiated allegation alone is not grounds for violation.

Section 2 Guidelines

This Section describes how adults, particularly Persons in Authority, can maintain a safe sport environment for Athletes.

a) Interactions with Athletes, Athletics New Brunswick strongly recommends the Rule of Two for all persons who interact with athletes. Athletics New Brunswick recognizes that fully implementing the Rule of Two in all circumstances may not be possible. Consequently, at a minimum, interactions with athletes must respect the guidelines listed below. Subject to the existence of exceptional circumstances, all parties will strictly adhere to the guidelines herein. Any exceptional circumstances that require a variation from these guidelines will be recorded in writing and shall be subjected to having an informed written Consent from the parents or guardian.

b) Transparent

1. Encourage parents to appropriately support their children's involvement.

2. Allow the training environment to be open to observation by parents. Ensure an open and observable environment for all interactions between Persons in Authority and athletes. This could include leaving the door open when having a meeting, moving away from others in a public space but staying within eyesight.

3. Avoid private or one-on-one situations unless they are open and observable by another adult or athlete.

c)Authorized

- 1.Limit any situation when a Person in Authority is alone with an athlete.
- 2.Ensure Persons in Authority do not invite or have an athlete(s) in the home without the written permission of the athlete's parent or guardian.
- 3.Ensure athletes do not find themselves in a situation where they are alone with a Person in Authority without another Screened adult or athlete present unless prior written permission is obtained from the athlete's parent or guardian. 4.Screened parents or other volunteers will be available in situations when two Persons in Authority cannot be present.

d)Accountable

- 1.If a situation where an interaction that breaks the spirit of the Rule of Two arises, Persons in Authority should make themselves accountable by Reporting it to a staff or volunteer supervisor.

e)Practices and Competitions

- 1.A Person in Authority should never be alone with an athlete prior to or following a competition or practice, unless the Person in Authority is the athlete's parent or guardian. If the athlete is the first athlete to arrive, the athlete's parent should remain until another athlete or Person in Authority arrives. Similarly, if an athlete would potentially be alone with a Person in Authority following a competition or practice, the Person in Authority should ask another Person in Authority (or a parent or guardian of another athlete) to stay until all the athletes have been picked up. If an adult is not available, then another athlete should be present in order to avoid the Person in Authority being alone with a single athlete.
- 2.Persons in Authority giving instructions, demonstrating skills, or facilitating drills or lessons to an individual athlete should always be doing so within earshot and eyesight of another Person in Authority

Communications

- 1.Persons in Authority may only send personal texts, direct messages on social media or emails to individual athletes when necessary and only for communicating information related to team issues and activities (e.g., non-personal information). Any such texts, messages or emails shall be professional in tone.
- 2.Electronic communication between Persons in Authority and athletes that is personal in nature should be avoided. If such communication occurs, it must be recorded and available for review by another Person in Authority and by the athlete's parent/guardian (in the case of a Minor athlete).

3. Parents and guardians have the right to request that their child not be contacted by Persons in Authority using any form of electronic communication and to request that certain information about their child may not be distributed in any form of electronic communications.

4. All communication between Persons in Authority and athletes must be between the hours of 6:00am and midnight unless extenuating circumstances exist.

5. No communication concerning drugs or alcohol use (unless regarding its prohibition) is permitted.

6. No sexually explicit language or imagery or sexually oriented conversation is permitted.

7. Persons in Authority are not permitted to ask athletes to keep a secret for them.

8. A Person in Authority should not become overly-involved in an athlete's personal life.

9. Group messages, group emails or team pages should be used as the regular method of communication between Persons in Authority and athletes.

g) Travel

1. Teams or groups of Minor athletes will always have at least two Persons in Authority with them while travelling to competitions.

2. For mixed gender teams or groups of Minor athletes, there will be one Person in Authority from each gender identity while travelling to competitions.

3. No Person in Authority may drive an athlete alone unless the Person in Authority is the athlete's parent or guardian.

4. A Person in Authority may not share a room or be alone in a hotel room with an athlete unless the Person in Authority is the athlete's parent or guardian.

5. Room or bed checks during overnight stays must be done by two Persons in Authority

6. For overnight travel when athletes must share a hotel room, roommates will be age-appropriate (e.g., within 2 years of age) and of the same gender identity and room assignments must be respectful of athletes' safety, individual requirements and rights.

7. When only one athlete and a Person in Authority travel to a competition, at the competition the Person in Authority and the athlete should attempt to establish a "buddy" club to associate with

during the competition and away from the venue and have informed written Consent from a parent or a guardian (in the case of a Minor).

h)Locker Room / Changing Areas

1.Interactions (i.e., conversation) between Persons in Authority and athletes should not occur in any room where there is a reasonable expectation of privacy such as the locker room, restroom or changing area.

2.If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required, including but not limited to team communications and/or emergency.

i)Photography / Video

1.Photographs and video may only be taken in public view, must observe generally accepted standards of decency, and be both appropriate for and in the best interest of the athlete.

2.The use of recording devices of any kind in rooms where there is a reasonable expectation of privacy is strictly prohibited.

3.Examples of photos that should be edited or deleted include: Images with misplaced apparel or where undergarments are showing; Suggestive or provocative poses; Embarrassing images.

4.Parents/guardians should sign a photo release form (i.e., as part of the registration process) that describes how an athlete's image may be used by Athletics New Brunswick.

j)Physical Contact

1.Unless it is not possible because of serious injury or other circumstance, a Person in Authority should always clarify with an athlete where and why any contact will occur. The Person in Authority must make clear that he or she is requesting to touch the athlete and not requiring the physical contact

2.Infrequent, non-intentional physical contact, particularly contact that arises out of an error or a misjudgment on the part of the athlete during a training session, is acceptable.

3.Making amends, such as an apology or explanation, is encouraged to further help educate athletes on the difference between appropriate and inappropriate contact.

4.Hugs lasting longer than 5 seconds, cuddling, physical horseplay, and physical contact initiated by the Person in Authority is not permitted. Athletics New Brunswick is aware that some athletes

may initiate hugging or other physical contact with a Person in Authority for various reasons (e.g., such as crying after a poor performance), but this physical contact should always be limited to circumstances where the Person in Authority believes it is in the best interest of the athlete.

Section 3.0 Sanctions

Any sanction imposed against a Participant must be proportionate and reasonable, relative to the Maltreatment that has occurred, taking into account previous disciplinary actions. However, progressive discipline is not required as a single occurrence of Maltreatment can lead to a very significant sanction. If Maltreatment is proven one or more of the sanctions listed in the Athletics New Brunswick Policy 14.0 shall be implemented.

a) Considerations Factors relevant to determining appropriate sanctions for a Respondent include, without limitation:

1. The nature and duration of the Respondent's relationship with the Complainant, including whether there is a Power Imbalance;
2. The Respondent's prior history and any pattern of inappropriate behaviour or Maltreatment;
3. The ages of the Individuals involved; Maltreatment of a Minor or of a Vulnerable Participant is to be considered an aggravating circumstance;
4. Whether the Respondent poses an ongoing and/or potential threat to the safety of others;
5. The Respondent's voluntary admission of the offense(s), acceptance of responsibility for the Maltreatment, and/or cooperation in this policy's process;
6. Real or perceived impact of the incident on the Complainant, sport organization or the sporting community;
7. Circumstances specific to the Respondent being sanctioned (e.g. lack of appropriate knowledge or training regarding the requirements in this policy; addiction; disability; illness);
8. Deterrent effect on future such conduct;
9. Whether, given the facts and circumstances that have been established, continued participation in the sport community is appropriate;

10. A Respondent who is in a position of trust, intimate contact or high- impact decision-making may face more serious sanctions;

11. Other mitigating and aggravating circumstances; and/or

12. Any single factor, if severe enough, may be sufficient to justify the sanction(s) imposed. A combination of several factors may justify elevated or combined sanctions.

b) Presumptive sanctions

The following sanctions are presumed to be fair and appropriate for the listed Maltreatment, but the Respondent affected may rebut these presumptions:

1. Sexual Maltreatment involving a Minor Complainant shall carry a presumptive sanction of permanent ineligibility;

2. Sexual Maltreatment, Physical Maltreatment with contact and Maltreatment related to Process shall carry a presumptive sanction of either a period of suspension or eligibility restrictions.

3. While a Respondent has pending charges or dispositions in violation of the criminal law, the presumptive sanction shall be a period of suspension.

c) Public Disclosure

In addition to the publication of a summary of the final outcome of a resolution process, a publicly-available searchable database or Registry of Respondents who have been sanctioned by or whose eligibility to participate in sport has in some way been restricted shall be maintained, pursuant to the provisions contained in the Universal Code of Conduct for Maltreatment in Sport (UCCMS) and as adopted by Athletics Canada from time to time in order to comply with provisions of the UCCMS. The information obtained about an incident or complaint (including identifying information about any Individuals involved) will remain confidential, unless Disclosure is necessary for the purpose of investigating or taking corrective action or is otherwise required by law

POLICY 15.2 SOCIAL MEDIA

Definitions:

Participant: an individual who is a member of Athletics New Brunswick or the parents or guardians of a member.

Preamble

1. Athletics New Brunswick is aware that Participant interaction and communication occurs frequently on social media. Athletics New Brunswick cautions Participants that any conduct falling short of the standard of behaviour described here will be subject to the disciplinary sanctions identified within Athletics New Brunswick's Association Complaint Procedure & Disciplinary Measures Policy (14.0).

Application of this Policy

2. This Policy applies to all Participants.

Conduct and Behaviour

3. The following social media conduct may be considered minor or major infractions at the discretion of Athletics New Brunswick:

- a) Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a social medium that is directed at a Participant, at Athletics New Brunswick, or at other individuals connected with Athletics New Brunswick
- b) Posting a picture, altered picture, or video on a social medium that is harmful, disrespectful, insulting, or otherwise offensive, and that is directed at a Participant, at Athletics New Brunswick, or at other individuals connected with Athletics New Brunswick.

c) Creating or contributing to a Facebook group, webpage, Instagram account, Twitter feed, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about Athletics New Brunswick, its stakeholders, its reputation or participant(s).

d) Produce any instance of cyber-bullying or cyber-harassment between one Participant and another Participant (including a teammate, coach, opponent, volunteer, or official), where incidents of cyber-bullying and cyber-harassment can include but are not limited to the following conduct on any social medium, via text-message, or via email: regular insults, negative comments, vexatious behaviour, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behaviour.

Participant Responsibilities

4. Participants acknowledge that their social media activity may be viewed by anyone, including Athletics New Brunswick.

5. If Athletics New Brunswick unofficially engages with a Participant in social media (such as by retweeting a tweet or sharing a photo on Facebook) the Participant may, at any time, ask Athletics New Brunswick to cease this engagement.

6. When using social media, a Participant must model appropriate behaviour befitting the Participant's role and status in connection with Athletics New Brunswick.

7. Removing content from social media after it has been posted (either publicly or privately) does not excuse the Participant from being subject to Athletics New Brunswick's Association Complaint Procedure & Disciplinary Measures Policy (14.0).

8. An individual who believes that a Participant's social media activity is inappropriate or may violate Athletics New Brunswick's policies and procedures should report the matter to Athletics New Brunswick in the manner outlined by Athletics New Brunswick's Association Complaint Procedure & Disciplinary